

Wage Determination No. 94-2048 (Rev. 20), dated June 17, 2004

Note: This exhibit repeats a document that originates from
outside of JPL at the U.S. Department of Labor.

94-2048 CA, LOS ANGELES/SANTA ANA

WAGE DETERMINATION NO: 94-2048 REV (20) AREA: CA, LOS ANGELES/SANTA ANA

HEALTH AND WELFARE LEVEL - TOTAL BENEFIT **OTHER WELFARE LEVEL WD:94-2047

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2048
Revision No.: 20
Date Of Revision: 06/17/2004

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.00
01012 - Accounting Clerk II	12.52
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	18.52
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.28
01090 - Duplicating Machine Operator	12.77
01110 - Film/Tape Librarian	15.46
01115 - General Clerk I	8.87
01116 - General Clerk II	10.60
01117 - General Clerk III	13.40
01118 - General Clerk IV	14.78
01120 - Housing Referral Assistant	18.43
01131 - Key Entry Operator I	11.00
01132 - Key Entry Operator II	12.98
01191 - Order Clerk I	13.72
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	18.48
01264 - Personnel Assistant (Employment) IV	22.26
01270 - Production Control Clerk	18.43
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	14.98
01311 - Secretary I	14.98
01312 - Secretary II	18.40
01313 - Secretary III	20.12
01314 - Secretary IV	22.59
01315 - Secretary V	25.48
01320 - Service Order Dispatcher	14.72
01341 - Stenographer I	13.56

01342 - Stenographer II	15.24
01400 - Supply Technician	22.59
01420 - Survey Worker (Interviewer)	16.84
01460 - Switchboard Operator-Receptionist	13.63
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	11.99
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.44
01611 - Word Processor I	14.57
01612 - Word Processor II	16.35
01613 - Word Processor III	18.29
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.72
03041 - Computer Operator I	14.72
03042 - Computer Operator II	16.84
03043 - Computer Operator III	19.53
03044 - Computer Operator IV	23.05
03045 - Computer Operator V	25.52
03071 - Computer Programmer I (1)	19.20
03072 - Computer Programmer II (1)	24.07
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.04
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.08
05010 - Automotive Glass Installer	19.73
05040 - Automotive Worker	19.73
05070 - Electrician, Automotive	20.56
05100 - Mobile Equipment Servicer	17.77
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	19.73
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.91
05280 - Motor Vehicle Wrecker	19.73
05310 - Painter, Automotive	20.56
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.90
07010 - Baker	11.95
07041 - Cook I	11.62
07042 - Cook II	12.88
07070 - Dishwasher	8.18
07130 - Meat Cutter	13.15
07250 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09070 - Furniture Refinisher	18.59
09100 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.64
11060 - Elevator Operator	9.59
11090 - Gardener	13.88
11121 - House Keeping Aid I	8.64
11122 - House Keeping Aid II	9.59
11150 - Janitor	9.98
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.64
11270 - Pest Controller	13.25
11300 - Refuse Collector	10.56
11330 - Tractor Operator	12.88

11360 - Window Cleaner	11.31
12000 - Health Occupations	
12020 - Dental Assistant	14.77
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.07
12071 - Licensed Practical Nurse I	15.23
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	17.89
12100 - Medical Assistant	12.71
12130 - Medical Laboratory Technician	15.81
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	15.93
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	12.49
12311 - Registered Nurse I	24.96
12312 - Registered Nurse II	30.54
12313 - Registered Nurse II, Specialist	30.54
12314 - Registered Nurse III	36.96
12315 - Registered Nurse III, Anesthetist	36.96
12316 - Registered Nurse IV	44.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.98
13011 - Exhibits Specialist I	23.63
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	32.97
13041 - Illustrator I	21.88
13042 - Illustrator II	27.11
13043 - Illustrator III	30.56
13047 - Librarian	25.60
13050 - Library Technician	16.27
13071 - Photographer I	16.42
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	30.51
13075 - Photographer V	36.92
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.52
19040 - Tool and Die Maker	23.95
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.91
21020 - Material Coordinator	18.45
21030 - Material Expediter	18.45
21040 - Material Handling Laborer	11.84
21050 - Order Filler	12.38
21071 - Forklift Operator	13.69
21080 - Production Line Worker (Food Processing)	14.22
21100 - Shipping/Receiving Clerk	12.73
21130 - Shipping Packer	12.73
21140 - Store Worker I	9.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.62
21210 - Tools and Parts Attendant	14.35
21400 - Warehouse Specialist	14.22
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.21
23040 - Aircraft Mechanic Helper	14.82
23050 - Aircraft Quality Control Inspector	22.08
23060 - Aircraft Servicer	17.04
23070 - Aircraft Worker	17.78
23100 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	25.85
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	17.78
23160 - Electrician, Maintenance	25.77
23181 - Electronics Technician, Maintenance I	17.47
23182 - Electronics Technician, Maintenance II	22.81
23183 - Electronics Technician, Maintenance III	26.53

23260 - Fabric Worker	18.76
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	16.01
23340 - Fuel Distribution System Mechanic	21.73
23370 - General Maintenance Worker	17.78
23430 - Heavy Equipment Mechanic	21.89
23440 - Heavy Equipment Operator	24.39
23460 - Instrument Mechanic	22.08
23470 - Laborer	11.63
23500 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	19.97
23550 - Machinist, Maintenance	22.19
23580 - Maintenance Trades Helper	14.82
23640 - Millwright	21.56
23700 - Office Appliance Repairer	19.12
23740 - Painter, Aircraft	18.59
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	20.45
23800 - Plumber, Maintenance	19.65
23820 - Pneudraulic Systems Mechanic	20.30
23850 - Rigger	21.90
23870 - Scale Mechanic	17.95
23890 - Sheet-Metal Worker, Maintenance	19.75
23910 - Small Engine Mechanic	17.78
23930 - Telecommunication Mechanic I	20.30
23931 - Telecommunication Mechanic II	21.41
23950 - Telephone Lineman	21.00
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	20.63
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.17
24600 - Chore Aid	9.25
24630 - Homemaker	16.98
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.64
25040 - Sewage Plant Operator	25.33
25070 - Stationary Engineer	22.64
25190 - Ventilation Equipment Tender	17.36
25210 - Water Treatment Plant Operator	23.43
27000 - Protective Service Occupations	
(not set) - Police Officer	30.60
27004 - Alarm Monitor	19.48
27006 - Corrections Officer	23.19
27010 - Court Security Officer	25.03
27040 - Detention Officer	23.19
27070 - Firefighter	26.81
27101 - Guard I	9.36
27102 - Guard II	17.77
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.49
28020 - Hatch Tender	17.49
28030 - Line Handler	17.49
28040 - Stevedore I	17.90
28050 - Stevedore II	19.48
29000 - Technical Occupations	
21150 - Graphic Artist	23.34
29010 - Air Traffic Control Specialist, Center (2)	31.95
29011 - Air Traffic Control Specialist, Station (2)	22.03
29012 - Air Traffic Control Specialist, Terminal (2)	24.27
29023 - Archeological Technician I	18.35
29024 - Archeological Technician II	20.53
29025 - Archeological Technician III	25.44
29030 - Cartographic Technician	29.26
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	25.24
29061 - Drafter I	17.40
29062 - Drafter II	19.52

29063 - Drafter III	23.58
29064 - Drafter IV	29.26
29081 - Engineering Technician I	15.26
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.43
29084 - Engineering Technician IV	23.66
29085 - Engineering Technician V	28.83
29086 - Engineering Technician VI	34.89
29090 - Environmental Technician	21.05
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	24.80
29210 - Laboratory Technician	16.90
29240 - Mathematical Technician	24.77
29361 - Paralegal/Legal Assistant I	18.29
29362 - Paralegal/Legal Assistant II	21.53
29363 - Paralegal/Legal Assistant III	26.27
29364 - Paralegal/Legal Assistant IV	31.88
29390 - Photooptics Technician	23.33
29480 - Technical Writer	27.64
29491 - Unexploded Ordnance (UXO) Technician I	20.98
29492 - Unexploded Ordnance (UXO) Technician II	25.39
29493 - Unexploded Ordnance (UXO) Technician III	30.43
29494 - Unexploded (UXO) Safety Escort	20.98
29495 - Unexploded (UXO) Sweep Personnel	20.98
29620 - Weather Observer, Senior (3)	20.99
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.88
29622 - Weather Observer, Upper Air (3)	18.88
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.22
31260 - Parking and Lot Attendant	8.37
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	11.57
31361 - Truckdriver, Light Truck	12.32
31362 - Truckdriver, Medium Truck	17.07
31363 - Truckdriver, Heavy Truck	18.25
31364 - Truckdriver, Tractor-Trailer	18.25
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.13
99030 - Cashier	12.11
99041 - Carnival Equipment Operator	11.01
99042 - Carnival Equipment Repairer	11.86
99043 - Carnival Worker	8.35
99050 - Desk Clerk	12.65
99095 - Embalmer	19.16
99300 - Lifeguard	11.03
99310 - Mortician	21.33
99350 - Park Attendant (Aide)	13.85
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	14.25
99500 - Recreation Specialist	16.23
99510 - Recycling Worker	13.93
99610 - Sales Clerk	11.58
99620 - School Crossing Guard (Crosswalk Attendant)	8.92
99630 - Sport Official	11.03
99658 - Survey Party Chief (Chief of Party)	28.47
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	21.43
99660 - Surveying Aide	15.66
99690 - Swimming Pool Operator	13.74
99720 - Vending Machine Attendant	11.51
99730 - Vending Machine Repairer	13.74
99740 - Vending Machine Repairer Helper	11.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.